

**Motto :** „ *The personal development, outstanding quality and safety products, satisfied customer, sustainable growth and protection of environment, work safety and health protection, continuous improvement of energy economy and social accountability is a priority of the Black & Decker (Czech) s.r.o. company and of every employee of the company while producing and using the electrical power tools*

### Our target is:

- 1) **Meeting legal and other relevant requirements:** to follow valid provisions and legal regulation relating to **the IMS/ Integrated Management System.**
- 2) **Management:** Managing all the company activities with regards to the criteria of IMS.
- 3) **Prevention and continuous improvement:** In all our activities, continually improve procedures, processes and performance in the IMS.
- 4) **Environment:** A barrier-less communication is to be built up. Co-operation and open communication with the employees, relevant public administration bodies and in-groups in order to respect the requirements on the IMS.
- 5) **Purchasing:** we support purchasing of energetic efficient products and services and we support any ideas of activities, leading or considering better energy efficiency
- 6) **Education:** To use complex system of training our employees to enhance their awareness and obtain required knowledge in the area of IMS.
- 7) **Social accountability:** Not supporting any form of discrimination, not supporting child's work, or any other form of discrimination
- 8) **Resources:** We secure availability of information and resources needed to reach goals and KPIs in area of IMS

The top management of the Black & Decker (Czech) s.r.o. company operates in accordance with the above listed objectives, its business vision and ethical principles of the Stanley Black & Decker group and, least but not last, in accordance with legislative requirements of the European Union, Czech Republic and the countries where it imports its products to.

**In order to secure the above described activities, the top management sets the following principles that apply to all employees of the Black & Decker (Czech) s.r.o. company:**

- We will focus all our effort to build a modern company, that will become to be a partner and respected competitor to the other European and world-wide companies. Offering the high quality products we will become to be a Stanley Black & Decker leading supplier of power tools.
- We perceive the IMS as one of the most important tool for sustainable growth of the company, so that we pay attention to its continuous improvement.
- We maintain the system approach to all processes of IMS. By continuous monitoring of the key activities with following analysis we receive basis for growth of productivity of processes and quality of their outputs.
- We maintain the closest possible, mutual beneficial relationships to our suppliers that are a basic presumption of high quality of purchased material and thereby our final products.
- Everybody is a link in quality chain. Management dedicates an exceptional attention and resources to employees, increase of their qualification and knowledge, improvement of their working environment and building of the company culture based upon the shared values and an atmosphere of continuous improvement.
- We shall focus on minimizing of waste, energy consumption and efficient utilization of technologies and devices. minimizing risks affecting the health and on an efficient utilization of the technologies and devices.
- We understand that environment and health protection is one of the most important tools for sustainable development, and therefore we pay continuous attention it.
- We understand the sustainable development as an obligation towards the future generations. (The economic development of the company and increase of the living standards must be within the limits of the ecosystems capacity while preserving the natural values and biological variety for the current and future generations).

**The company management expects from its employees:**

- A consistent following the rules and regulations listed in the IMS documentation and submitting the proposals on their continuous improvement.
- Submitting the ideas on improvement of their own work performance along with the company activities in order to minimize the risks and to perfect the processes, thereby reducing the impacts on the IMS of our employees.

**Company management undertakes to:**

In order to achieve the above written, the company management undertakes to provide its employees with the necessary training courses and sources, to communicate openly and fully support this Work IMS Policy.

In Trmice, on: 2<sup>nd</sup> Dec 2019



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**Remigiusz Smolarek**  
Plant Manager



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**Miroslava Humlová**  
SA8000 Management Representative



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**Jan Žemlička**  
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